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Senate Meeting, September 27, 2017

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Academic Senate Meeting Agenda
Wednesday, September 27, 2017
Approved

Call to Order

Senate Chairperson Susan Kalter called the meeting to order.

Roll Call

Senate Secretary Martha Horst called the roll and declared a quorum.

Presentation: Operating and Capital Funding Request to the State of Illinois (Vice President Dan Stephens, Director of Budget Planning and Operations Sandy Cavi, and Interim Associate Vice President Chuck Scott)

Senator Kalter: All right. We're going to begin with a presentation tonight. Vice President Stephens and Sandy Cavi, our Director of Budget Planning and Operations, and Chuck Scott, our Interim Associate Vice President. We don't have your full title on here, Chuck. What is your full title?

Associate Vice President Scott: Interim Associate Vice President for Facilities Management, Planning, and Operations.

Senator Kalter: For Facilities Management, Planning, and Operations. We established in the previous meeting that that is not the longest title on campus. Welcome. So they're going to present to us on the operating and capital funding request that we're going to be making to the State of Illinois, and actually for the faculty only we have a handout that we're going to pass around. The students already have this and it's just basically a four-page set of slides for you to follow along with what Senator Stephens is presenting.

Senator Stephens: Okay. I'll keep this fairly brief. We just finished just about an hour ago walking through with the FY18 budget with some of the -- let me make sure I get the names right -- the Administrative Affairs and Budget Committee and the Planning and Finance Committee, so in this particular presentation, I was wanting to talk through just briefly our budget process timeline that we have at this time of the year and then two key documents that we have to submit to the IBHE in order to plan for the appropriation request for next year. So from an overall planning process, if you look on that first slide, in October we're gathering our information not only for the current year in FY18, but we're also looking at the future, and we'll be submitting the Appropriation Request for approval to the Board on October 20, and then immediately upon submitting that, they should approve it; it would then go to the IBHE.

In the October, November, December time, the IBHE traditionally visits the various campuses around the state to talk about the budgeting process they're expecting to have over the next year. Our meeting with that representative is actually in the first week of October, so hopefully we'll have some kind of indication of where the State might be, where the Governor and the State might be looking at from a budget perspective. Right now early indications seem to believe that we may have some predictability next year in the budget process where it won't be delayed or it won't experience what we've had for the last couple of years, but that may be just optimism.

In the February time frame, we'll continue to gather more information, submit that information to the State, and then the governor's office usually does have a budget address indicating where they tend to believe where the budget process will end by the time it goes to a legislative vote. Around the March, April, May time frame is when the President, myself, and several others are requested to go down to Springfield and offer testimony surrounding our Appropriation Request, and then if tradition holds true, hopefully this year there actually will be a vote and a budget passed in the traditional time frame. Unfortunately, for the last couple of years we've had to deal with basically stopgaps. As many of you know, on July 6 of this summer, they actually finally passed a budget for FY17, the previous year, and then a budget for 18 essentially at the same time, so we're hoping this year will turn back to the traditional method.

From an operating or appropriation request, we have two that we submit; one is for our traditional operating needs, and then one is for capital need. From an operating request, we are appropriated for FY18 a 10% reduction from the FY17 level. We have traditionally been appropriating around \$72 million. In the July budget, they awarded us \$65 million. Many of you that have been here the last couple of years, FY16 was the year that the University was only appropriated or only given a stopgap measure of around \$21 million. We had request \$72 million. So if you look in this document, we are asking for the restoration in our FY19 appropriation, we are asking the State to reimburse us for that stopgap amount of \$51.9 million. We also traditionally ask for some additional support for compensation, and traditionally has asked for somewhere around the 3% range. Again, as they begin to appropriate, they are appropriating total dollars. I'm not really sure whether they take into account the categories they ask for. They tend to just basically allocate an amount, but we do have a tradition of asking for the State to continue to provide funding in order for our institution to offer merit raises in the future.

From a deferred maintenance perspective, we're asking for around \$2.5 million. So if you add up the request for FY19, we're asking them for right around \$124 million, which is about a 91% increase over the prior year predominantly impacted by that restoration of FY16.

If you move to the next slide, the capital request, these are the requests that the institution asks for, for non-bond revenue buildings. These are capital appropriations essentially for our academic buildings that we have on campus. Traditionally, the funding necessary to build a new housing complex would come from bond operations, auxiliary operations. We traditionally don't ask the State for that level of funding, that's self-funded, but what we do ask the State for is general revenue operations, which are our academic buildings. And in our Master Plan, we've identified at least five or six buildings that traditionally have been needing the most attention, and these are listed in the particular order of priority. The Milner Library, at around \$87 million, the Mennonite College of Nursing, around \$30 million, then two buildings identified as College of Education facilities, rehabilitation and construction, DeGarmo, and Metcalf, those combined about \$89 million, and then we list the University High School request (we're replacing that school), around \$59 million, and then Williams Hall renovation. So at around \$297, or roughly \$300, million of capital is what we are requesting the State to fund. We also ask at the same time for, again, some capital renewal funds in this particular case of about \$3 million to help with some exterior windows at Metcalf, as well as some emergency generators.

Now it's important to note that what you will not see on this list is you don't see the re-request of the Fine Arts Complex, which was the \$54.7-55 million appropriation that back in 2010 the governor had approved. Unfortunately, we haven't received that formal funding for that, but we have not given up the request to ask for it again. We still believe that the State needs to honor that appropriation approval, even though it's seven years later and we've got active discussions going on with all the legislators to try to remind them that we do expect that \$54 million to come in the future. So that's why it's not listed on this request. That's all I've got. If there are any particular questions, I'll be happy to take them.

Senator Horst: First off, thank you very much for putting our building as an asterisk. I appreciate that. My question is that at one point we talked about that ask would get a raise because of the increase of cost every year that the building is going to cost more and more, and we talked about 3%. Would that at all go into here?

Senator Stephens: Well actually these particular amounts that you see in here, they are adjusted every year. I want to say it's anywhere from 2-3%. The State gives the Facilities and Planning team an amount that they even tell the universities, even though they haven't funded these, they will say we'd like for you to adjust your request up by a certain percentage level. Now with respect to the Fine Arts Complex that got appropriated seven years ago, we would be happy to get the \$54 million. Would it be adjusted up for inflation, I don't know. I think right now I'd be very happy if they just actually wrote us the check for what they honored seven years ago, but we would certainly, if the State did return to a funding level where they are beginning to fund capital buildings

across the State, we would be certainly asking them to honor that original request and potentially ask for the cost of inflation in that factor.

Senator Horst: Thank you.

Senator Kalter: I just want to say thank you for asking for the \$51 million from FY16. I think that that is a strategy that we don't know how well it's going to go over, but I think it's something that we should ask for, so I really appreciate the fact that that's in there. One other thing that I wanted to just mention to people who weren't in the previous meeting, right now we are at about 15% of our overall budget is being funded, from this fiscal year, so that is obviously I think the lowest that we've been at ever, so just sort of to put these numbers into some perspective. So usually we are on the road of this to the Board of Trustees for their approval, and then it goes to the Illinois Board of Higher Education, and then it goes to the legislature and the governor's desk.

Motion by Senator Hoelscher, seconded by Senator Dawson, to approve the Operating and Capital Funding requests. The motion was unanimously approved.

Chairperson's Remarks

Senator Kalter: Wonderful. Thank you very much for all of your work on this every year, and thanks to Chuck Scott and to Sandy Cavi for your work on it as well. Chairperson's remarks: I just have a few housekeeping ones. We're going to try to do a hard stop tonight at 8:15 so that we have enough time for Caucus to continue to do its business, and I was reminded last time to remind you that the microphones are not for us to hear each other, although that's one of the functions that they serve, but so that we can get a good legislative record and have minutes in case, for example, we are making changes to policies and stuff like that and we need to go back to the recording. Sometimes when you don't speak directly into the microphone, it doesn't come out and we can't hear it, so it goes into the inaudible and it's lost. So just remember when you speak to speak into the microphone. I think Tyler said that we need to be about maybe 6 inches from the microphone or so, maybe a little bit more, but that would be helpful. All right. That's all I have for chairperson's remarks, so we're going to go to Student Body President Remarks.

Student Body President's Remarks

Senator Grzanich: All right. Thank you all. I hope everyone is having a good evening. First off, I'd like to issue a congratulations to two of our new senators. Although neither could make it, we're happy to welcome in Lauren Chan who will be our Graduate Senator. Lauren is going after her masters in dietetics in the hopes of becoming a registered dietitian, and Tyler Smith who will be serving as our East Campus Senator role. Tyler is a sophomore Legal Studies major with a Poli Sci minor. Thank you both for your excitement in participating in shared governance. I look forward to working with the both of you.

To give you a couple of updates on SGA initiatives this year, our initiative You'll Be Fine, Wait to Sign taken on by Student Government to encourage students to wait to sign for off campus apartments until they have all their ducks in a row has been widely successful. We've accomplished this through promotional videos on social media, which have had over 27,000 collective reaches as of five hours ago. This has been a great success, and succession plans underway to build on this initiative for the following year.

Our Feminine Hygiene Initiative has gained momentum as well with great success in distribution of products, as well as intake of surveys to see if this was a service that students feel would benefit them. We have received great feedback thus far with some online feedback even coming from other states. The initiative is set to end tomorrow, so thank you to all those who supported it, and Vice President Ashley Shannon for making the initiative so successful.

The Ultimate Fan Experience Sweepstakes went live today, which is a partnership between SGA and Red Alert to encourage increased participation and excitement for Redbird Athletics. One lucky fan and a friend will win a Redbird football jersey, invitation to the President's tailgate before the game, a pregame tour of Hancock

Stadium, meet and greet with Coach Brock Spack, custom sideline credentials for pregame warmups, exclusive access to the team entrance tunnel as the team enters the field, and even a concessions voucher. The Formstack for applications for all these wonderful goodies can be found on SGA social media pages, so feel free to share them with any students or anyone else you feel is interested. The first game that this is available for is this Saturday, so act fast.

SGA also cosponsored a meet and greet with the town of Normal, and the Center for Community Engagement Service learning last Monday. This event was an opportunity for students to meet their local representatives and converse about any concerns that they may have being part of the community. This was our most successful meet and greet to date with lines of students literally out the door and positive comments from Mayor Koos. Thank you to Secretary Greenfield for spearheading this event.

Yesterday SGA held an event dubbed Call to Action DACA, so that was an opportunity for ISU students to call their house representative to voice their support for legislative action to be taken on DACA. The rescindment of DACA is a concern for many ISU students, and SGA wanted to join the conversation in the hopes that our voices can provide a positive impact on a Capitol Hill that so badly needs one. We had a lower turnout for this event due to the Bone renovations, but thanks to Senator Whiter's and Senator Munoz's efforts towards the end, we were able to make a sizeable amount of calls. Thank you to the both of you as well as all the Senators who participated and Senator Stripeik for helping plan the event. Know that your efforts should not go unnoticed.

This next week will be one of our most packed general assemblies with State Representative Dan Brady coming to Caucus. Representative Brady will be followed by many resolutions to get events going, such as the College Democrats First Turning Point Political Debate sponsored by Senator Pryhuber, the multicultural Greek Council's ex officio status being approved or denied, as well as funding for our first Pack the Place initiative of the school year. Overall, we will be debating at least seven resolutions thus far, so if you're interested in spicing up your Wednesday evening next week, feel free to come check us out. With that, I yield for questions.

Senator Kalter: All right, Senator Grzanich reminds me that I've been delinquent in introducing our new faculty Senators. I believe we've got two. One is Kim Astroth from Nursing, and the other, I think it's Adena Meyers from Psychology. Is there anyone I'm missing? Welcome and thank you for serving.

Administrators' Remarks

- ***President Larry Dietz***

Senator Kalter: We're going to go to administrator remarks, and President Dietz asked me to tell you he's not here, that he feels that since you heard from him just last week that hopefully you're all well informed from his State of the University address. He is out kicking off the campaign, is on a fundraising tour in Denver. Some of you submitted questions for the State of the University and some of those questions could be answered by our vice presidents, but I'm going to suggest that we hold those, partly because one of the people submitting is not here tonight, and so that person could get answers, but they won't be here to benefit from them, and also just to have the President here in case you want him to address those. That's it essentially for President Dietz' remarks. I understand that there is a birthday in progress for our Interim Provost Jan Murphy, so congratulations. (Inaudible exchange between Senators Murphy and Zeck) I'm not going to confirm or deny that assumption at all, but happy birthday.

- ***Interim Provost Jan Murphy***

Provost Murphy: Oh thanks. You know the sad thing is I just came back from Washington DC and apparently the older I get the more I look like Betsy DeVos, so I am ready for the makeover that's going to happen. Let me tell you. Man oh man. See now you can't take your eyes off me. Everybody's Googling it like you're right, she does. Anyway, thanks. Yep. There's no place I'd rather be for my birthday than with the Senate. So, you know, the President mentioned the census day enrollment in his State of the University address, so just a reminder that overall enrollments do remain strong. We're at 20,784. That is a good number for us. It's down a

percent from last year, but remember last year we were up a percent from the year before, so we have a lot to be thankful for, a lot to be proud of. We appreciate all the work that all of you do.

The bad news is that our new student enrollments are down about 600, and that is worrisome, and so we are spending a lot of time trying to think about recruitment. For those of you that were at each of your college addresses this fall, I hit that pretty hard, and so we have lots of things that we're doing kind of short term, medium term, long term, and at any point in time, I won't rehash that because many of you were there at the college addresses, but know that at any point in time if you have questions about enrollments, recruitment, the kinds of things that we're doing, I'm always glad to answer those questions.

I wanted to review a few items about our response to the DACA situation. We, meaning a whole bunch of people that are in this room and some that work in my office, Legal Counsel, the President's office, have created a website with information about that situation and it's pretty easy to find. It's just our normal illinoisstate.edu and then back slash DACA, so D-A-C-A. Human Resources also has a note for DACA employees on their site and they remain a resource for any of our employees affected by that situation and they encourage those employees to always feel comfortable calling. We never want anybody to feel like they don't have as much information as we have. We've also updated our travel ban website to reflect last weekend's proclamation, and so that link, the easiest way for me to tell you about that link is to go to International Studies and to find that information, which is pretty constantly updated. I would also tell you that the President submitted an affidavit opposing the rescission of DACA to the Illinois Attorney General, who is forwarding that to the New York State Attorney General, and it will be included in litigation that 16 state Attorney Generals have filed in support of DACA. So we're trying to do what we can and, again, our biggest goal is to make sure that we provide the information in our support for those students and faculty and staff who are affected.

You know we talked a little bit about CVA, and for those of you that live and learn in CVA know that last week was a little moist. It was a little wet for you. We had a significant flooding issue in several areas due to a plumbing issue, particularly in the School of Art areas. We also had issues with falling debris from the ceiling in the dance studio. I want to thank Chuck Scott and all of his folks. I want to thank Dean Miller for how quickly she and her college staff were on top of that. They contacted Facilities, Planning and immediately plumbers and other facilities folks were there and were there pretty much all night, but what that does, it doesn't mitigate the essential issue of a facility that's really an active learning and teaching environment that is experiencing a lot of problems right now, and even as we wait for that capital funding, we need to continue to plan for the maintenance or repair that will make... And Chuck is nodding his head. He knows that to make sure that we're making that a place that is an environment that students and faculty want to learn and teach in. So Vice President Stephens and I, Alan Lacy, Chuck Scott, and Dean Miller are meeting to discuss kind of the plan for that maintenance and repair and how we can share that plan with users and continue to gather information from users. You know, even as we wait for a \$54 million or whatever that is capital funding from the State, we have got to continue with our plans as we have for what are we doing about the maintenance and the repair of that facility, making it more habitable and then sharing that information and gathering information from the users of that building. So we will work diligently on that. I know for those of you that are in those buildings, this is a huge issue and we need to start to address that pretty head on. Again, I don't want to underestimate the work that Facilities has already done or not thank them for the work they're doing, but we're going to continue to make that a priority.

The Institutional Review Board, so those of you that deal with the IRB, we've had an IRB task force since spring of 2016 and they have developed a set of recommended changes to the IRB processes. I think they're pretty cool, and I encourage you to participate in one of the open discussions to be held on the 11th, 12th, and 13th of October, so specifics about that were provided in an email out in the faculty listserv, so it's been significant work by that task force, and I think your input at those open meetings would be very valuable to them. So I encourage you to participate in those, and John Baur, he's waving, could answer any questions about that if you have some.

A couple of good news items quickly. ISU was selected to receive a 2017 AASHE. What is AASHE you ask? It is the Association for the Advancement of Sustainability in Higher Education. So we won a campus sustainability achievement award, so we're pretty excited about that. One of the things we're being recognized for is Fix It Friday, which came out of the Department of Family and Consumer Sciences, and it's just students deciding to offer free basic sewing and clothing repair, which doesn't sound like a big deal unless you don't know how to sew and repair your own clothing, and so instead of throwing it away, they were out there helping people with that repair.

Another thing the School of Communication has been selected to be featured on the AAC&U, that's the American Association of College and Universities in January as an example of a department with democracy rich civic engagement opportunities for students, so we'll look forward to that.

And then just a reminder that the Culturally Responsive Campus Community conference, that's the CRCC conference, is on November 6 and 7 in the Bone Student Center. Title of this year's conference is Bridging Divides and Becoming Allies. And at this time the coordinating team is seeking proposals from presentations, panels, workshops, papers, and go to the CRCC website for more information. You can access that website off the Provost website. And those proposals for presentations, panels, workshops, and papers are due October 3. I would be glad to answer questions about these or any other issues that are out there.

Senator Hoelscher: Will there be any plumbers in Fix It Friday?

Provost Murphy: That would be a different kind of Fix It Friday, but I think that's a possibility. I could use a Fix It Friday for that kind of work.

Senator Hoelscher: I was just thinking of the Fine Arts building.

Provost Murphy: Yeah. There you go. Yeah. We have... We have... Every day is fix it day there.

- ***Vice President of Student Affairs Levester Johnson***

Senator Johnson: Okay. I only have two items. The first I want to start off with kudos and acknowledgements to Student Government Association again. I know that they mention the program and campaign that they have going on related to You'll Be Fine, Wait to Sign as it relates to off campus living options for our students. Again, just to remind everyone, we've got a challenge as it relates to first year and second year students feeling a little pressured to sign up for housing contracts off campus, and I think their campaign is doing a tremendous job of putting students at ease and actually having them wait and make good decisions as it relates to living off campus and what's all involved in that.

Student Affairs and University Housing is following suit and trying to do our part as well in order to encourage students to do the right thing and make good decisions, and we want to get this body as well as the campus community a heads up as it relates to exemption, housing exemptions, moving forward. In the past we've probably approved up to anywhere between 1200-1400 exemptions on campus, but given the numbers that we have as far as, you know we have fewer first year students on campus and, therefore, we will have additional space moving forward, as well as again this pressure that students are feeling in order to sign up for housing for next year as sophomores, we believe that we want to push that back and push back this date by which they feel pressured, and so for individuals who have legitimate reasons, whether it's medical and things of that nature, for requesting an exemption, we're going to do those on a rolling basis and pretty much make decisions on those. That process will not change. But for those individuals who are just simply wanting to make a decision to live off campus as a sophomore, we're probably going to hold onto those types of requests for a time period, at least this fall semester. That's probably going to cause some angst or some concerns for some students but, again, we're asking for them to wait in order to make those types of decisions, maybe have conversations again with their parents, maybe over Thanksgiving break and as they go into the Christmas season and things of that nature, but we will have plenty of space on campus for students to consider as well. So we're going to have

some details as to how we're going to roll that out, those specific dates by which people can apply for those exemptions, as well as we will communicate with the local developers who are renting spaces to our students off campus to make them aware of what's happening as well, so the Dean of Students' office will be involved in that, but we want to give this body a heads up on that process and rolling out of that information.

The second piece is Senator Stephens and I have pledged to on a weekly basis or whenever this body gets together to give you an update on the Bone Student Center revitalization process, and this week we want to make sure you are aware that the existing first floor entrance, east entrance, to the Bone Student Center is going to be closed officially, and you may have noticed we have a new tunnel that's been put into play. As a matter of fact, we've had some threats of people wanting to put up Halloween decorations within that and make it into a Halloween tunnel, but we encourage folks not to do that. But that's going to be a new entrance that will actually exit within the Milner Plaza and take you to that space in that area. Also, by Friday the 22nd, the Bone Student Center courtyard is going to officially be offline so that core construction can begin within that space. All right? So we want to make sure that this body is aware of that and to feel free to share that information. We will also get information out to the campus community as it relates to these updates as well. But those are probably the two main things that we want to make sure that this body is aware of. That being said, I will stop right now and see if there are any questions that you may have. Yes.

Senator Dawson: Thank you. Especially today where I had to figure out where to come in on the west side here, I'm concerned about safety and the ability to evacuate the Bone should it become necessary, especially if the west entrances will also be compromised. A lot of people aren't that familiar with the entire building. They wouldn't know where else to go, and I am concerned about that. Maybe we need to post some signs or something or designate workers here in the Bone to take a post to help people evacuate if that should become necessary.

Senator Johnson: That's a great point to be making, and just so that this body and others are aware, the Bone Student staff are fully knowledgeable and educated given all the new changes as to how to evacuate people properly, given those changes, so that we have covered. As it relates to possible additional signage and things, I think we can definitely look into that, take your notes on that, and try to up our game as it relates to that as well.

Senator Dawson: I know that there will be events, and I'm also thinking forward to graduation, but are there events scheduled for Braden where we'd have a lot of non-familiar people and that could need more help with that.

Senator Johnson: Sure. And, again, for any events, especially major events that take place within this facility, please be assured that the staff get together, not just on their own, sometimes they're in touch with the police department as well as facilities staff as relates to a plan by which parking is included in that as well, how we're going to manage the population that we're expecting for each one of these events, so those types of things are being gone over on a weekly basis. Okay?

Senator Dawson: Thank you very much.

Senator Johnson: Sure. Absolutely.

Senator Kalter: I just had one question. I apologize for not sending you this before, but I think you might be prepared for it. A couple of days ago there was a Tinder/Snapchat crime advisory that went out about the possibility of sexual assault and extortion with regard to nude photos, and I wonder if there is anything that you can elaborate on that, you know, in terms of anything beyond what we got in that advisory.

Senator Johnson: Yeah. This is one of those areas by which we want to be sensitive to those who are the individuals involved in those types of cases and incidents, as well as there are opportunities by which we can educate the campus community and make them aware of things or threads of behavior that's out there that we

want to encourage them to be safe, to be mindful, and to watch out for each other, and this Tinder type of incident, these two that we were made aware of. We thought it very important to make sure that the campus community was aware of that. I don't know if, again, last year you might remember we had such a report that we put out, an alert as well last year regarding that. These things do pop up, though, and do we put out an alert for every single one that occurs? Probably not, folks. If we're very realistic, this is becoming more and more prominent. We're trying to address this through other educational types of approaches with our students, but we really don't want to for every single incident that probably occurs, which doesn't involve all of the things that we're involved in, these last two probably want to put out an alert and flood the mediums with that and by flooding the mediums we might then take away the seriousness that students may feel when they see those types of alerts. We did have two incidents and we thought it important to put a message out there in order for students to be more mindful.

Senator Kalter: I appreciate the educational pieces that you're trying to put in place to prevent people from falling into that.

- ***Vice President of Finance and Planning Dan Stephens***

Senator Stephens: Thank you. There was a question that was approached a couple of weeks ago surrounding some confusion by employees around the retirement being reported or not being reported on their paychecks, and so based on that question I had asked Jeff and Janice from Payroll and Human Resources to come talk to us tonight to explain some of the history behind this information originally going back on the paycheck and now coming off, so I'm going to give the microphone to Jeff and hopefully he can address that issue here.

Mr. Jacobs: Good evening. As Dan had alluded to, we've had a number of inquiries about the employer paid benefits of SURS being removed from the pay advice. Originally back in July of 2011, we added that with the hopes of being more transparent and demonstrating the total compensation package that employees were receiving. In an effort to do that, the calculation in order to determine what we believe those employer paid benefits were, we were using the employer normal cost that is provided to us on a fiscal year basis by SURS. What's important with that cost is it remains constant for self-managed plan participants, but for traditional and portable plan participants, it's an actuarial number that's determined every year based upon the funding down at the State. So in my 16 years here, it's been anywhere down to about 9% all the way up to 15%, so it can fluctuate year to year.

Over the last several years, and it started in April of 2016, we had an initial dialogue with the employer representative down at SURS who indicated to us that they felt that information should no longer be displayed on pay advices, because it was leading to some confusion and misunderstandings and a series of questions of what benefits SURS participants really were accumulating and that the SURS information should really about accumulated benefits be determined by asking SURS, or if you're a self-managed plan participant you can also look in your vendor, whether it's TIAA or Fidelity. When that initial concern came up, we had some internal dialogues about that we really wanted to keep that total cost out there, so we felt that we could put a disclaimer down at the bottom of the pay advice indicating that that figure only reflected what the employer paid benefit would be as if those participants wages were funded by a federal grant or trust fund thing.

Until June of 2017, we hadn't heard any feedback back to it, and then June this year the employer representative reinitiated those discussions with us and said that they felt that we should not be putting it out there because it continued to lead to questions about employees believing that they had more benefits than they really did; for example in portable and traditional, because there really isn't the "employer contributions" that accumulates that isn't self-managed. They do pay for the benefits that accumulate under there, but depending upon your years of service, you can actually have more benefits or less than you've actually contributed or than that actuarial number is. However, when we did remove that, one of the anticipated things were, and I'm one of them, a self-managed participant, how do I know exactly what's getting contributed into my vendor account. That number that we were using was the 7.6% employer contribution. Of that 7.6%, 7.3% is actually what goes into the participant's account. The other 0.3% goes into disability insurance. So it wasn't exactly what was going in

everybody's employer cost vendor, so there were questions leading to that. If individuals are interested by removing that, the single source to verify your numbers is to go to the SURS website under the member login, and on the front page there is information about your employee contributions and the interest that's been earned on those.

As a self-managed participant, when they published the unified quarterly statements, there is a breakdown of employee and employer contribution by pay period that's distinguished. In the absence of waiting for a quarterly, a self-managed person could use a mathematical formula of taking your contribution, dividing it by 8%, and then multiplying it by 7.3% to verify your employer contributions have properly been deposited in your account in TIA or Fidelity, whichever one you chose to participate in. With that, does anybody have any questions?

Senator Kalter: I want to just introduce Jeff. Jeff is Jeff Jacobs, I believe?

Mr. Jacobs: Jeff Jacobs.

Senator Kalter: And what is your title?

Mr. Jacobs: Payroll manager.

Senator Kalter: Payroll manager. And I just want to sort of make a statement rather than a question. I'm on the self-management plan as well, so it doesn't affect me as long as the quarterly statement coming from a TIAA or Fidelity is going to continue to put the employer contribution on there, but it does seem to me that SURS has an obligation to send that to the employees -- you know, send essentially the equivalent -- and we should probably also look into whether there are rules, you know, federal or state rules about that, because it seems like it ought to be... The way this was brought up was if I was going to cheat you out of your pension, this is the way I would start, by saying I'm not going to report what the employer paid in. And given the tension around the State with the pension system, I hope that we are talking back to SURS and saying, you know, our employees shouldn't have to go out on a website and find this for themselves or, you know, guess at it. They shouldn't have to make calculations. It should be clear. So I just want to, you know, make that statement that hopefully we are lobbying for that, because I think that our employees are entitled to that. Does anybody else have any questions?

Senator Hoelscher: So part of my point is already made. If I was trying to be sneaky, this is exactly the way I would begin, and I don't know who "you" is, it's not you, but SURS needs to understand that there's a perception problem here and they need to deal with that, because there's all this conversation, and I'm not on the self-managed plan, might have been a mistake on my part, but I'm not on it, so what I would ask, what I would recommend, is that we have this conversation and we be a little bit insistent about it, and we find a way that we can get that back on the pay advice in some fashion, and it does not have to be the way it was. It can be a lagging indicator, it can show FY16 and FY17, it can do a lot of things, but transparency is critical here because of all the conversation that's currently going on regarding our pension, and I just would like to see ISU fight for my right when it comes to that pension and to have that perception a little bit removed that somebody's trying to pull something.

Senator Kalter: This is Janice Bonneville, and remind me your title, Janice.

Ms. Bonneville: Director of Employee Benefits. I actually had a Senator look at me and say, oh my gosh, are they raising health insurance rates? No. I understand completely your position. The concern that was raised at the SURS level is simply this, particularly when you're talking about the traditional and the portable plan, under the way those plans are structured, because the employer piece is a pensionable funding dollar value, it is not a contribution to an individual employee's account. So by placing that on a pay advice or on another document that indicates that that money goes into your account, SURS raised the concern that that's misleading to the

employee, because for traditional and portable, it is a simple mathematical equation; your years of service times your highest annual earnings times 2.2% equals your annuity. So the amount of money that is in your bucket, so to speak, really at the end of the day under traditional and portable becomes less and less relevant. Now portable has the match, but that's based only upon your own contributions. So that was the area of concern, particularly with regard to portable and traditional. Yes, sir.

Senator Hoelscher: So the word portable means that you can take a cash, and I intend to do that. I believe I've had about all the insecurity I can stand, so the day I retire I will be taking it cash. So what I'm getting at is I'm not picky about how they do it, but they need to find a way to validate what they owe us, and it doesn't even have to be in dollars, but it needs to be an acknowledgement that yes, we acknowledge that today we owe you this, and they can do that once a year if they want, but for them to completely remove it from the pay advice and offer no alternative is just not, it stinks to high heaven, and they need to find a way to recognize that impression and at least manage it and not just tell us nope, nope, nope, can't do it.

Ms. Bonneville: I understand. And, again, I don't disagree. For both of those plans, however, it is a mathematical equation. It is not a: This much money went into your account this year or next year or the year after that. The money becomes available to you at the time that you retire. For portable, it is a calculation of what you put in if you're taking it out. For traditional, it is the retirement estimator that SURS puts out there that says tell us your years of service, how much you made, and it can calculate for you. That is in their mind what they owe the employee, because that's what the law says with regard to how the pensions are calculated.

Senator Hoelscher: I'd like one more time.

Senator Kalter: So we've only got about 20 minutes to get through the rest of our agenda.

Senator Hoelscher: I promise, if I can't make my point this time I'll give up. And it really offends me, so please take me seriously.

Ms. Bonneville: I absolutely am, sir, and I apologize. I do not mean to offend you at all.

Senator Hoelscher: No problem. You don't offend me. SURS offends me. I want to make sure you understand that. There is a place on the SURS website where they can tell me that if I were to take my money today they can give me an amount. They need to officially send that once a year to us if they're going to take it off the pay advice. I mean they are certifying to me that if I retire tomorrow here's the amount of money you get. So there is a dollar amount and they can calculate it, and then they can at least own up to full transparency to what I get today if I choose that. That's all I'm asking. I'm not asking for it to go back the way it was. I'm not even asking it to be... Well, I don't see how it cannot be a dollar amount, but some sort of way they need to acknowledge their obligation to us, because if they don't, it looks bad, and that's all I'm asking.

Ms. Bonneville: Absolutely. Very good, and I know that we'll have minutes from this, and I want to make sure I capture that request, and then we can talk to the SURS employer representative about that, the concern that's being raised because we have removed this information from the pay advice. Absolutely.

Senator Kalter: I think we also ought to go back several decades actually to see the kinds of offer letters and agreements that we were sent. Maybe it's just because I'm in the SMP, but I remember specific percentages being talked about, so if they sent us information when we first got hired that contradicts what they're doing now, that's a problem as well. Let me make sure that Senator Stephens has finished his report. You have.

Information Items:

09.20.17.03 Executive Summary for Changes to the College of Education Bylaws 2009-April 2017 (Rules Committee)

09.15.17.01 CURRENT COE Bylaws (Rules Committee)

08.23.17.01 COE Bylaws MARK UP (Rules Committee)

05.31.17.02 COE Bylaws revisions CLEAN COPY 5-30-2017 (Rules Committee)

Senator Kalter: Okay, so if we can I'm going to move on just because we got some guests here and some business to get onto later in the night. So the first information item... Thank you very much, by the way. Thank you for coming. The first information item is the College of Education bylaws. We've got a couple of guests; Tom Crumpler from Teaching and Learning and Phyllis McCluskey-Titus from EAF, Educational Administration and Foundations. Tom is the outgoing College Council chair. Phyllis is the incoming. This is coming up to us from Rules Committee. So I'm going to give it to Senator Horst.

Senator Horst: I just wanted to tell you a little bit about the process. This document was reviewed quite extensively by the Rules Committee in 2014-2015. It went back to the College of Education Council, then they sent back a draft to the 2015-2016 Rules Committee. We had further conversations about the document. It went to the Executive Committee. It then was passed by the College of Education faculty after an extensive review by members of the Executive Committee. And you have several documents that give you a list of the extensive changes that they are requesting in their bylaws, and so if there are questions, I invite our guests to come to the table.

Senator Kalter: Are there any questions about the changes, the proposed changes? All right. Do you want Senator Horst just to say a couple of the major changes just so that we get an idea of where things are going? It doesn't need to be an extensive list, but just list a couple of things that are happening that are important.

Senator Horst: Maybe our guests could do that?

Senator Kalter: Tom, do you want... One of you come to the table and just give us a couple things. Like I said, it doesn't have to be an extensive report, but so that when we vote on it next time we'll know where it's going.

Dr. Crumpler: Thank you for inviting us this evening. As Susan said, I'm outgoing chair of College Council, and you do have an executive summary, and I would like, just before I quickly make these remarks, I'd like to probably thank Senator Horst and Chairperson Kalter for working with me as chair of College Council to make the document much more aligned with University policy and a much more precise document in terms of language as we worked through it. You would notice that the words Laboratory Schools had been added throughout the document, including Metcalf, University High School; where appropriate, references to current ASPT university policy documents were also added. In the cases where changes were only for concise wording or punctuation, the phrases "no substantive changes" were used. We added a College Alumni Relations Committee. We added a student to the College Curriculum Committee, College of Education Diversity Committee, and College of Education Elections Committee, and this was important, because we had in the previous bylaws not provided for that, and we wanted to work in the spirit of the University to make sure students were included as part of all of the committee deliberation processes. I think I'll stop there.

Senator Kalter: Yes.

Dr. Crumpler: I know you have a full agenda.

Senator Kalter: Yeah, that's good.

Dr. Crumpler: I certainly don't want to take up anymore of your time.

Senator Kalter: That's very helpful to have the outlines of the really major broader changes. Are there any questions about any of that? All right. For bylaws, we almost never move those on the same night, so we're going to put those on the next agenda as an action item, and we thank you very much to both Thomas and

Phyllis, and we're going to move to the Residency Status policy, and that's coming out of Academic Affairs Committee.

06.27.17.01- Policy 2.1.17 Residency Status (Academic Affairs Committee)

06.27.17.02- Policy 2.1.17 Residency Status MARKUP (Academic Affairs Committee)

Senator Pancrazio: Good evening. At our first meeting, we had Amy Hurd come, the Director of the Graduate School came and spoke to us about a proposal to amend the Residency Status, and the proposed changes were to treat international and out-of-state graduate assistants as in-state residents. Otherwise, out-of-state graduate students and international graduate students are going to be taxed on the tuition waivers. This was due to some changes that had to do, if I understand correctly, with student athletes and, as a result, they want to make this so that students, the graduate students that are coming from out of state are treated as if they were Illinois residents. If not, the tax would come out of their last paychecks making their financial situation a little more difficult. Okay. To kind of give the Senate and to Payroll perhaps, and because we're hoping that the rules will be supported by its Senate, we move to suspend the rule so that we can get this as an informational item as quickly as possible. All of that is reflected in our minutes we'll be submitting.

Senator Kalter: You're jumping the gun just a little bit. Let's have first an information item.

Senator Pancrazio: I didn't... I just said that's how it got here.

Senator Kalter: Yes. Oh, I see. In other words, you suspended the rules in your own committee is what you're saying.

Senator Pancrazio: That is true.

Senator Kalter: Sorry about that.

Senator Pancrazio: Because we wanted to give the Senate as much time as it possibly could to actually move this forward.

Senator Kalter: Gotcha. Gotcha. Thank you. All right, are there any questions about this proposed change?

Senator Horst: I love this idea. I just... Has this gone through Legal, because are there any laws that define what a residence is? Can we just make this change on our own?

Senator Pancrazio: Dr. Hurd had already spoken with Legal Counsel and said that this is the standard way to do this.

Senator Horst: Okay.

Senator Kalter: For the record, Legal is in the room.

Senator Pancrazio: I beg your pardon?

Senator Kalter: I said for the record, Legal is in the room. They're over in the chairs, so if there were a problem with it they'd be telling us and grabbing a seat at the table.

Senator Pancrazio: I did get it right, I hope.

Alice Maginnis: (inaudible).

Senator Kalter: Okay, so Alice Maginnis was just speaking. She said they're still doing review, don't see anything wrong with it. One of the things that... But, obviously, the review isn't done. One of the things that the Senate should know is that, obviously, we send these things to the President to get signed. At that level also it goes through Legal, and so that's a check there that it would get sent back to us. Any other questions? All right. Senator Pancrazio, do you feel that it is urgent? If we move this tonight, will it make a difference in our graduate students' income this year?

Senator Pancrazio: I don't believe so. I don't believe so. At the moment, we did think it was kind of imperative to get it moving and we decided that we had the quorum to be able to do that, so we went ahead and did it.

Senator Kalter: Senator Baur, do you know?

Senator Baur: So if there's a possibility of having this implemented in the fall semester it would save several students from having these tax situations, so actually I'd say the quicker we could do it, the better. I don't know if we can implement it that quickly, but at least we have a chance to get this going, because it affects the tax year, which is the calendar year.

Senator Kalter: Okay. Does anybody want to make a mo-... Senator Pancrazio, do you want to make a motion?

Senator Pancrazio: I will make a motion that we go ahead and suspend the rules so that we can treat this as an action item this evening.

Motion by Senator Pancrazio on behalf of Academic Affairs Committee to move from information item to action item.

Senator Kalter: Okay, in order to move something from information to action on one night, we need a two-thirds vote to that effect, if I remember my parliamentary procedure correctly. So we have a motion coming from a committee essentially, so we don't need a second. Is there any debate on that motion?

The motion to move the information item to action item status was unanimously approved.

Senator Kalter: All right. And Senator Pancrazio, would you like to put the motion on the floor?

Motion by Senator Pancrazio on behalf of Academic Affairs Committee to approve the changes to the Residency policy.

Senator Ferrence: Just a quick thought on it since Legal over there suggest that they were still looking a little, we do approve, can we at least approve presuming that they don't find anything.

Senator Kalter: I'm trying to remember if we've ever done it that way before.

Senator Ferrence: Well, I'm just concerned if we approve something and it turns out to not be something that's legally okay, that isn't wise.

Senator Kalter: Usually what would happen is that would just get sent back to us, right? Back through us. The President would essentially invoke the Memorandum of Understanding, but I've spoken to the President about it and he's okay with it.

Senator Ferrence: Then I'm fine. Since something was raised there that they weren't 100% sure... I'm conservative.

Senator Kalter: Yeah, okay. Lisa Huson is coming to the table. You want to...

Ms. Huson: Alice has reviewed it, but Wendy has not. We think it's probably okay, but just we want one last review just to make sure that we're right. So I would go ahead and do what you want to do and send it to the President. We'll finish that by the end of this week, and so presuming nothing's wrong with it, otherwise it will just come back to the next time.

Senator Kalter: Okay. Sounds good. All right. Any other debate?

The motion to make changes to the Residency policy was unanimously approved.

Senator Kalter: All right. Great. We will send it to the President. We'll see if we can just forget about it or not. Terrific. Thank you.

11.06.15.13 Policy 1.18 ISU Compliance Program Policy (Rules Committee)

05.28.13.01 Illinois State University Compliance Principles Statement (Rules Committee)

Senator Kalter: The reason that Legal is in the room is because we have on the agenda as our third and final information item the ISU Compliance Program policy. This is also coming out of Rules Committee, so I'm going to turn it back over to Senator Horst.

Senator Horst: Yes, we have Policy 1.18, the ISU Compliance Program Policy. The Rules Committee did review this. We invited Lisa Huson to our committee last year, and she discussed how this policy is used, and we agreed with her when she recommended there be no changes to this policy. She also informed us that the document titled Compliance Principle Statement was sent to the Senate in error. It was never supposed to get a number. It was never supposed to go in front of the Senate. Just pretend like it's not there. So we are presenting this policy with no changes.

Ms. Huson: Would you like some background?

Senator Kalter: Yes, I would. Why don't you give us a little bit of background on this.

Ms. Huson: I'm going to let Alice Maginnis do it, because she actually has, she sort of runs, she's the liaison from our office to the compliance and she actually runs the compliance programs.

Ms. Maginnis: So the very short version is the compliance policy and the compliance program are basically intended to help improve compliance in areas of need or areas of higher risk throughout the University. The program is run by a committee called the Compliance Committee or Compliance Working Group, and they do risk assessments to identify compliance gaps throughout the University and identify priorities throughout the University, and based on those priorities they select specific projects to either provide training and assistance to work with those areas to develop compliance resources, and also to kind of raise awareness of specific compliance issues. So the Compliance Committee meets about four times a year. Last year the compliance focus was on the issue of records retention, and that project is still in process, but they developed a draft records retention policy and are in the process of considering how best to implement that, and then we've also done some work in the area of international compliance issues and specifically as it relates to research. So that's the very short version.

Senator Kalter: Terrific. Do we have any questions about all of that background? I'm trying to remember. You told me the other day that we have done records retention, we have done an international sort of looking at how all things international students work, and then there was one other.

Ms. Maginnis: We did an initial pilot program of focusing on the issue of identity theft and...

Senator Kalter: Identity theft. All right. Any questions about any of that or about the policy itself. Any observations about the policy? The Rules Committee is putting this forward recommending no changes, as Senator Horst said. I have just a couple of items. One is that Ethics is still inside of the OEOA description on the second page of the policy where it says what General Counsel, Internal Audit, and OEOA will do. So we'll need to change that. The only other thing that I observed just about this policy is that when it gets to the university community level it becomes this kind of weird meta-policy that says we expect all of you to follow all of our other policies and laws and all of that kind of thing. So that's a little, I don't know, concerning, especially because nobody really knows about this policy at all, so I don't know how our university community or the members of it can know that they're supposed to comply with it if they don't know about it, which is probably why we're sending it through the Senate, but it's just an observation that maybe the wording in the university community part could be something more like putting it on the Compliance Working Group to inform the University community of what their responsibilities are. So that's just an observation, you know, that we tend to try not to have meta-policies that say we're expecting you to follow all of these other policies, because we feel like when you put a policy on the books, you know, people should follow that, so to speak. So it's just an observation about that. Anything else?

Senator Horst: So are you suggesting some wording changes?

Senator Kalter: Yes, and I don't have them right in front of me, but we are not in a rush on this one anyway. So I think we can, you know, I can send those to you, you know, in between now and the Executive Committee and we can bring those back. Terrific. All right. We are at 8:11, so what I'm going to suggest is that everybody who has a committee report, save those for the next time we meet and we'll just do a double one next time.

Academic Affairs Committee: Senator Pancrazio – no report

Administrative Affairs and Budget Committee: Senator Hoelscher – no report

Faculty Affairs Committee: Senator Liechty – no report

Planning and Finance Committee: Senator Marx – no report

Rules Committee: Senator Horst – no report

Communications

Senator Kalter: Do we have any communications for the Senate?

Senator Hoelscher: Just very quickly I'd like everyone to remember that Startup Showcase is November 3, and it's growing every day, and many of your students are actually in it now. We had over half of our teams last year were outside the College of Business. We're really excited about it all. We're excited about the way it's growing, and I would love it if I could see some of y'all out there enjoying the day with me.

Senator Dawson: I just wanted to give kudos to the College of Education for the annual report that was just sent out. The design of it, the statistics were wonderful and well presented.

Senator Hoyt: The doughnut sale, Krispy Kreme doughnut sale, has begun with AT and Civil Service Counsel Fundraiser, so if anybody wants to get some doughnuts, you want to fill out that form. That would be wonderful.

Senator Kalter: That doesn't happen to last through the next Caucus meeting, does it?

Senator Hoyt: It ends on the... The last of the sale will be on the 24th. Doughnuts will be delivered on Halloween, the 31st.

Senator Kalter: Oh excellent. All right. Further communications. All right. Seeing none.

Adjournment

Motion to adjourn by Senator Pryhuber, seconded by Senator Chirayath. The motion was unanimously approved.